

PROGRESS REPORT ON PMMP -- 70's
DDS
28 May 1971
(From In-Person Survey of the Several Offices by [REDACTED])

STATINTL

OS -- Step 3 -- Mr. Osborne gave Mr. Coffee oral briefing, along with narrative report last week.

- .. Based on Steps 1 and 2 -- the OS Career Service thought that their hump would dissipate sufficiently in ten years to ~~provide all over~~ ~~wide~~ adequate headroom, providing there are no other ceiling reductions.
- .. Mr. Osborne put in a pitch to Mr. Coffee for approximately 20 young professionals each year, beginning in FY 1972 for five years -- slightly higher thereafter, ~~feels~~ STATINTL probably won't be accomplished during FY 1972. OS plans less than five now for Investigation and R&D jobs.
- .. This exercise led them to conclude that by end FY 1975 they will lose more than 32% of GS-14's and 22% of GS-13's (more GS-13's in number) and 45% of GS-15's.
- .. Look at past five years showed 17% of GS-13's, 12% of GS-14's, and 45% of GS-15's left the Career Service (all reasons).
- .. Used 28% for N/M's to eligibles.
- .. Threw out FY 1970 separations and estimated downward.
- .. Summary that [REDACTED] gave Mr. Osborne was that ~~should appear that~~ at least 20 junior professionals should be brought in each year to eventually replace GS-11 and GS-12 levels.
- .. Most people involved with PMMP were accustomed to dealing with known factors, not projections.
- .. PMMP led them to take an executive inventory -- OS now has names of SG's who will and will not retire (10 years) and when. All but one SG and the majority of GS-15's will retire (age 60) during the decade. A sufficient number of GS-14's and GS-13's will leave, thus relieving the current promotional blockage.
- .. Step 4 -- Training concepts remain the same. Division levels still mainly concerned with what's ahead for the next Fiscal Year. Next year leave the Program alone; just do an update.

OF -- Personnel Office has completed Steps 1 and 2. This information will be available to the several offices the week of 7 June.

Has started the work of PJ 71

STATINTL

OL -- Not started. [REDACTED] has package -- hasn't done anything yet. May call me next week. PJ 71

STATINTL

OC -- [REDACTED] interviewed all SG's and most GS-15's with purpose of determining when they might be retiring. Most of them declared themselves as retiring before or after end of CY 1975. Their Personnel Office is preparing Work Forms 1 and 2, using [REDACTED] method to determine separations at all Grades through FY 1972. OP/PS approach will be used for the FY 1976-1980 projections. Sec War [REDACTED] PJ 71

OTR -- In considering promotability they divided their people into three groups:

Promotable -- Staying -- Questionable

- .. Board now concluding their work.
- .. Each Board member reviewed a group of files -- used form* that Clarity devised, then met and discussed each to reach common agreement.
- .. Looked at promotables against year they could promote.

STATINTL

- .. Larry would like me to come over in about ten days and sit down with him and [REDACTED] and the Chairman of the Career Board to explain how we put our package together. This way the Head of the Career Board will eliminate debating and second guessing on part of Board members as to how findings will be put together or re-formulated.

* Copy attached.

OMS —

NAME _____ AGE _____

GRADE _____ MARITAL STATUS _____ MILITARY _____

EDUCATION - DEGREES _____

LANGUAGES _____

CIA EOD _____ O/S DUTY YES NO YEARS _____

TIME IN GRADE _____

TYPE PM INSTRUCTOR MANAGEMENT OTHER _____

ASSIGNMENTS VARIED LITTLE VARIETY

FORMAL TRAINING EXTENSIVE AVERAGE MEAGER

OVERALL PERFORMANCE OUTSTANDING STRONG PROFICIENT
(Average)

ADEQUATE SPOTTY (Up and Down)

DO REVIEWING OFFICIALS COMMENTS GENERALLY AGREE WITH RATER? YES NO

DO LETTER/NO. GENERALLY AGREE WITH/NARRATIVE YES NO

INDICATION OF PROBLEMS AFFECTING PERFORMANCE YES NO

DO YOU KNOW RATERS AND/OR REVIEWERS? YES NO

COMMENT: _____

JUDGEMENT: PROMOTABLE

REMAIN IN GRADE

QUESTIONABLE